UNDP

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DEVELOPMENT

PROGRAMME

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APPROVAL OF UNDP ASSISTANCE TO A PROJECT OF BHUTAN

IPF:(1992-96) $ 27 892 000

(BHU/91/006) - Strengthening Human Resources Capabilities in Bhutan

Date of approval by the AC:[1/]	16 December 1992		
Expected duration:	Five years		
Proposed executing agency:	United Nations Volunteers (UNV)		
Proposed UNDP contribution:	$ 2 934 900	Source of funds:	IPF
Total UNDP budget:	$ 2 934 900		

Project background

Availability of human resources remains insufficient in a significant range of skill areas, thus perpetuating the country's dependency on expensive expatriate professionals (about 20 per cent of civil service = 2,500 is expatriate) to provide essential services in areas such as health, education and infrastructure development.

The magnitude of the current and projected shortage of skilled personnel, coupled with the length of time required for selected Bhutanese nationals to complete their training at home and abroad is such that the Government will have to continue to rely on recruiting expatriate technical personnel for deployment in key development sectors during the Seventh Five-Year Plan period.

The present project as successor to the project BHU/86/009, which provided an average 70 UNVs a year, seeks to provide 22 UNVs who will be deployed within government technical departments and institutions and in-country teaching and training institutions, providing both institutional as well as operational support, the latter including on-the-job training. If objectives are met, the project will result in diminishing requests for UNVs by the end of the project. This project of 22 UNVs will form the core of UNV activities in Bhutan and will be supplemented by an undefined number of other UNVs who will be funded through other IPF financed projects or through other UN agencies such as UNICEF, UNFPA, WFP and WHO. Program strategy and guiding principles for all UNV inputs, including the 22, are laid out in the document "Programme Strategy for UNV Inputs during Bhutan's Seventh Five-Year Plan".

The project is in line with the Government's 7th FYP Human Resources Development Policy aiming at the development and provision of required trained manpower to all priority sectors of the economy. The UNDP's Fifth Country Programme also prioritizes the development of human resources. The project will be financed out of the IPF share channelled into the HRD sector and will complement UNDP's overall HRD initiatives. Volunteer Agencies from United Kingdom, New Zealand, Japan and the Netherlands also supply expatriate volunteers, and the role of UNVs within the overall use of expatriate volunteers has been closely reviewed.

[1/] **This Fact Sheet reflects the status of the project/revision at the time it was approved by the Action Committee; modifications to the project/revision may have occurred subsequently.**

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Description of project

The development objective of the project is to strengthen the national capacity so as to provide essential services in health and education at both the central and provincial levels and to implement planned investment programmes in infrastructure development. The immediate objectives are to: (a) strengthen teaching and training institutions in specific priority areas such as education, health, works & housing, roads, agriculture and animal husbandry; and (b) upgrade capacity of the sectoral government departments in the performance of their functions through on-the-job training, and informal training of co-workers as well as direct operational support to maintain basic services.

Project activities will include: (a) lecturing at tertiary teaching and training institutions; (b) provision of health care by medical specialists; (c) strengthening of technical divisions within the Departments of Roads, Works & Housing and Education in order to implement infrastructure projects; (d) strengthening the research and extension services within the Departments of Agriculture and Animal Husbandry by conducting research and developing extension material; and (e) provision of on-the-job training to Bhutanese nationals in each of the above-mentioned Departments; (f) increasing effectively trained national college students and teacher trainers in mathematics, economics and computer science; (g) improving the ability of technical divisions within the Departments of Education, Roads and Works & Housing in planning and implementation of infrastructure projects such as urban water supply and bridges; (h) improving the delivery of health services throughout the country; (i) establishing a fixed number of Bhutanese nationals capable of taking over the work of UNVs; (j) gradually reducing the reliance of the Government on expatriate personnel; (k) improving the research, development and extension capacity within the Departments of Agriculture and Animal Husbandry; (l) increasing the graduates taught by UNVs.

Inputs

UNDP will provide 540 work-months for UNVs in the education sector, 540 work-months i health; 60 work-months in animal husbandry; 60 work-months in agriculture; 60 work-months in roads; and 60 work-months in works & housing providing in total 22 UNVs during the course of the 7th FYP; on-the-job training geared towards the priority transfer of knowledge and skills to Bhutanese nationals and limited gap filling; equipment;and miscellaneous costs.

Financial data

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Personnel	2 833 900
Training	2 500
Equipment	21 000
Miscellaneous	77 500
Total	2 934 900

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